

A STUDY OF CAREER MANAGEMENT IN THREE SOFTWARE FIRMS IN SRI LANKA

By

H.D.M.P. Jayaweera

Supervised By

Dr. V.M. Wickramasinghe

University of Moratuwa



92420

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Department of Management of Technology

University of Moratuwa

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92420

ABSTRACT

The study focus on the professionals engaged in software development firms in information technology (IT) industry in Sri Lanka and investigates factors related to their career management. The study involved three different organizations in software development sector.

A survey was conducted and find out the career management strategies used by the employees and usage of career management strategies with gender, marital status and age groups. Next find out the employee level of career satisfaction and career satisfaction with gender and age groups. Then line managers support for employee career development, characteristics of their jobs and reasons to obtaining professional qualifications were also studied. Finally a correlation analysis has done between variables career management strategies, managers' support for employee career development and career satisfaction.

Results show that IT professionals are plan and strategize their career themselves to achieve their career goals. The relationships between different aspects of the career management with related to different categories of employees were examined in this study. And also the line managers' show a great support for employees' career development. The employee level of career satisfaction was evaluated and lots of them have satisfied with their career. According to the results, there are no significant differences of the career satisfaction with gender or age groups. Further the study explored the impact of the acquisition of professional qualifications for their career.